

SECTION I

Survey Overview

INTRODUCTION

The 2005 edition of the “Louisiana Occupational Employment and Wage Survey” is a compilation of data collected from employers who voluntarily responded to our questionnaire during the period of fourth quarter 2000 to May 2004. The desirable response rate of 75 percent was captured during each of the survey years.

The **Occupational Employment Statistics (OES)** survey is designed to provide statistical data related to workforce issues such as:

- ❖ Analysis of current and historical occupational employment
- ❖ Vocational counseling and planning
- ❖ Analysis of competitive wages
- ❖ Development of occupational projections
- ❖ Economic development
- ❖ Industry skills and technology studies
- ❖ Educational and career training curricula
- ❖ Jobseekers
- ❖ Market analysis

This publication is organized for ease of comparison between state and national wages, as well as **Regional Labor Market Areas (RLMAs)**. There are five sections in this year’s publication: Section I is a general overview of the OES Survey; Section II defines the parishes within the RLMAs; Section III lists the top 20 highest paying occupations for all areas; Section IV is a list of occupational titles in alphabetical order; Section V displays data analysis tables for national, state, and RLMA estimates. To view national, state, RLMA, and **Metropolitan Statistical Areas (MSAs)** data online, please visit our Web site at <http://www.laworks.net> or the OES Web site at <http://stats.bls.gov/oes/>.

The Standard Occupational Classification System

In 2000, the Occupational Employment Statistics survey fully implemented the U.S. Office of Management and Budget’s (OMB) new occupational classification system. The **Standard Occupational Classification (SOC)** system was developed in response to a growing need for a universal occupational classification system. Concerns about the quality of the U.S. workforce, skills training issues, changes in occupational structures due to new technology, competitive economic pressures, and shifts to “high performance” work organizations focused attention on the quality of occupational information and statistics. Such a classification system will allow government agencies and private industry to produce comparable data. The SOC system, consisting of over 820 detailed occupations, is designed to cover all occupations in which work is performed for pay or profit, reflecting the current occupational structure in the United States. The OES survey uses 22 of the 23 major occupational groups from the SOC system to categorize workers who work for pay. Military occupations are excluded and are not covered in the OES survey. The major groups are as follows:

The Standard Occupational Classification System...continued

11-0000	Management Occupations
13-0000	Business & Financial Operations Occupations
15-0000	Computer & Mathematical Occupations
17-0000	Architecture & Engineering Occupations
19-0000	Life, Physical, & Social Science Occupations
21-0000	Community & Social Services Occupations
23-0000	Legal Occupations
25-0000	Education, Training, & Library Occupations
27-0000	Arts, Design, Entertainment, Sports, & Media Occ.
29-0000	Healthcare Practitioners & Technical Occupations
31-0000	Healthcare Support Occupations
33-0000	Protective Service Occupations
35-0000	Food Preparation & Serving Related Occupations
37-0000	Building & Grounds Cleaning, & Maintenance. Occ.
39-0000	Personal Care & Service Occupations
41-0000	Sales & Related Occupations
43-0000	Office & Administrative Support Occupations
45-0000	Farming, Fishing, & Forestry Occupations
47-0000	Construction & Extraction Occupations
49-0000	Installation, Maintenance, & Repair Occupations
51-0000	Production Occupations
53-0000	Transportation & Material Moving Occupations

For further information on SOC, visit the Web site at <http://stats.bls.gov/soc>.

The Industry Coding System

In 2002, the OES survey switched from using the **Standard Industrial Classification (SIC)** system to using the North **American Industrial Classification System (NAICS)**. The OES survey includes establishments in NAICS sector 11 (logging and agricultural support activities only), 21-23, 31-33, 42, 44-45, 48-49, 51-56, 61-62, 71-72, 81 (except private households), and state and local government. The OES survey covers all full and part-time wage and salary workers in nonfarm industries.

For more information about NAICS, visit the Web site at <http://www.bls.gov/bls/naics.htm>.

OES Design and Methodology

Beginning in November 2002, the OES program moved from an annual to a semiannual collection method using the reference months of November and May of each year. The OES program is a federal-state cooperative program between the **Bureau of Labor Statistics (BLS)** and individual **State Employment Security Agencies (SESA)**, which is the **Louisiana Department of Labor (LDOL)**. The collection of data on wage and salary workers in nonfarm establishments produced estimates for 710 national and Louisiana statewide occupations in over 400 industry classifications. The OES survey has been designed to produce estimates at a desired level of precision using the full three years, or six panels of data. The employment levels are benchmarked to the Nov. 2003-May 2004 average employment; however, wages are calculated using the March 2005 Employment Cost Index (ECI). The three-year sample allows the production of estimates at defined levels of geographic, industrial, and occupational detail. The BLS produces the survey materials, selects the establishments to be surveyed, and provides technical support, while the states collect the majority of the data, verify the quality, and publish the information. BLS and the **Employment and Training Administration (ETA)** provide funding for the survey.

Technical Notes

Reliability: All published wage data have a relative standard error of 50 percent or less. The relative standard error reflects the magnitude of sampling error. Sampling errors occur because observations are made on a sample, not on the entire population. There are two types of errors that affect the accuracy of the occupational estimates - sampling and nonsampling errors.

Sampling errors result from the differences that occur by chance because a sample rather than the whole population was surveyed. The relative error expresses the standard error of an estimate as a percentage of that estimate and creates an interval around the estimate. The total estimated employment multiplied by the relative error gives a figure which can be added to and subtracted from the estimate, to obtain an upper and lower limit or interval. A level of confidence is then associated with this interval. An interval that is based on one relative error has a 68 percent level of confidence, and one based on two relative errors has a level of 95 percent. For example, suppose an estimated employment of 500 and a relative error of ten percent is given for an occupation. This means that with a 68 percent confidence level, the true number of workers in that occupation would fall between 450 and 550.

Nonsampling errors result from a wide range of problems that may occur apart from the chance effects of using a sample. This type of error can be attributed to many sources such as survey nonresponse, definitional problems, or processing errors. The possible effect of nonsampling error is difficult to measure.

Confidentiality: Confidentiality guidelines are strictly observed and are intended to preserve the anonymity of firms that participate in the survey. Data for a particular occupation are suppressed (not shown in this report) when:

- ❖ fewer than three firms responded for an occupation in a particular industry
- ❖ any one firm represents more than 50 percent of the employment in an occupation
- ❖ two firms combined represent more than 75 percent of the employment in an occupation

Technical Notes...continued

Workers:

Included are:

- ❖ workers who can be classified as full-time or part-time employees
- ❖ workers on paid vacations or other types of leave
- ❖ workers on unpaid or short-term absences
- ❖ salaried officers
- ❖ executives
- ❖ staff members of incorporated firms
- ❖ employees temporarily assigned to other units
- ❖ employees for whom the reporting unit is their permanent duty station regardless of whether that unit prepares their paycheck

Excluded are:

- ❖ the self-employed
- ❖ owners/partners of unincorporated firms
- ❖ unpaid family workers

The **employment estimate** is calculated on those occupations reported on the survey forms, or what the respondents reported back. The lists of possible occupations are industry-specific and not all detailed occupations appear on all survey forms. Each detailed occupation is part of a larger group of occupations. When an occupation's industry-specific employment estimates are summed to produce cross-industry employment estimates, only those industry-specific estimates from industries where the occupation appeared on the survey form are included in the summation.

There is a possibility that a particular occupation could exist in an industry where it was unexpected and, therefore, not surveyed. In that case, it would not be included in the calculation of that occupation's employment and wage estimate. However, it is included in the relevant "all other" category.

Wages for the OES survey are straight-time gross pay, exclusive of premium pay.

Included are:

- ❖ base rate, cost-of-living allowances, guaranteed pay, hazard pay, incentive pay including commissions, tips, production bonuses, piece rate, portal-to-portal rate, longevity pay, deadheading pay, and on-call pay.

Excluded are:

- ❖ attendance bonuses, back pay, draw, holiday premium pay, jury duty pay, lodging and meal payments, merchandise discounts, overtime pay, severance pay, shift differentials, non-production bonuses, severance pay, stock bonuses, tool allowance, tuition reimbursements, holiday premium pay, uniform allowance, and vacation and weekend pay.

Imputation: Some survey participants were unable or unwilling to provide wage information for the workers they reported by occupation. In order to include the data from these reporters, the missing wage data are imputed. For most occupations with imputed wages, the imputation is based on data from wage reporting employers that are similar in size and industry to the non-wage reporting employer.

Data Analysis

Using the BLS methodology, four measures of hourly wage estimates were calculated for this publication - the mean wage and three percentile measures.

Mean (average wage) is the estimated total wages for an occupation divided by its weighted survey employment. The mean wage value for the upper open-ended wage interval is its lower bound (**Winsorized mean**). These interval mean wage values are then attributed to all workers reported in the interval. For each occupation, total weighted wages in each interval are summed across all intervals and divided by the occupation's weighted survey employment.

Percentile Measures:

- ❖ **25th Percentile (low):** A quarter of the workers in the occupation earn an equal or smaller wage.
- ❖ **50th percentile (Median):** 50 percent of workers in an occupation earn wages below, and 50 percent earn wages above, the median wage.
- ❖ **75th percentile (high):** Three-quarters of the workers earn less than or equal to the 75th percentile.

Annual wage estimates are calculated by multiplying the mean wage by a “year-round, full-time” hours figure of 2,080 hours per year. However, most employees are paid an hourly rate by their employers and may work more or less than 40 hours per week. Most education professionals do not work 12 months of the year, their wage data may not have been reported in a manner consistent with the assumption of a fixed work schedule. For this reason, only the annual salary is calculated for occupations that typically have a work-year of less than 2,080 hours, including flight pilots and attendants, legislators, and teachers. Entertainment occupations such as actors, dancers, musicians and singers, entertainers/performers and all other sports related workers will be reported at the hourly rates only. Hourly wage estimates do not reflect the actual wages of employees, instead the numbers of workers are reported in each of the eleven wage ranges as listed below:

INTERVAL	HOURLY	ANNUAL
Range A	Under \$6.75	Under \$14,040
Range B	\$6.75 to \$8.49	\$14,040 to \$17,679
Range C	\$8.50 to \$10.74	\$17,680 to \$22,359
Range D	\$10.75 to \$13.49	\$22,360 to \$28,079
Range E	\$13.50 to \$16.99	\$28,080 to \$35,359
Range F	\$17.00 to \$21.49	\$35,360 to \$44,719
Range G	\$21.50 to \$27.24	\$44,720 to \$56,679
Range H	\$27.25 to \$34.49	\$56,680 to \$71,759
Range I	\$34.50 to \$43.74	\$71,760 to \$90,999
Range J	\$43.75 to \$55.49	\$91,000 to \$115,439
Range K	\$55.50 to \$69.99	\$115,440 to \$145,599
Range L	\$70.00 and over	\$145,600 and over

OES Substate Areas: Reported data are processed separately to produce estimates for statewide Louisiana and for substate areas designated as RLMAs. This causes the estimates to differ for some occupations. Area tables do not contain all of the occupations listed in the national or statewide tables because the occupation was either confidential or not reported for that particular area.